

I contracted with community leaders to recruit because print ads were costly and generated few attendees to advocacy trainings and none under age 30. I offered \$25 versus \$20 to recruit young African Americans because this demographic was hardest to reach and least likely to engage the legislative process covered in the training. It was only fair to value the recruiters who attended at the same rate as those they recruited, and donated funds covered recruitment costs. Contracts under \$5,000 don't require competition or review and these agreements were much smaller, so I doubt I discussed them with others. I am proud of the work I did at the Commission, including culturally responsive outreach to the community in general and to young African Americans in particular.

Rosalund Jenkins

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